



Principal, White Plains

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Susan D. Friedfel is a principal in the White Plains and New York, New York, offices of Jackson Lewis P.C. and co-leader of the firm's Education & Collegiate Sports industry group.

Practices

- Higher Education
- National Compliance and Multi-State Solutions
- Employment Litigation
- Education: K-12
- Sports
- Corporate Diversity Counseling

Education

- Harvard Law School, J.D. 2002
- Cornell University School of Industrial and Labor Relations, B.S. 1999

Admitted to Practice

- 2nd Circuit Court of Appeals 2009
- New York - E.D. N.Y. 2004
- New York - S.D. N.Y. 2004
- New York 2003

Susan collaborates with clients to find practical solutions to the variety of issues that arise in the workplace. She counsels clients in various industries, including law firms, financial institutions, educational institutions and not-for-profit organizations, on a wide array of issues. She provides advice and counsel on matters such as:

- employee recruiting and hiring practices
- family and medical leave
- reasonable accommodations for disabilities and religion
- preventing and investigating harassment, discrimination and whistleblower claims
- wage and hour compliance
- discipline and termination of employees
- designing and implementing reductions in force

An experienced litigator, Susan represents employers and management in harassment, discrimination, failure to accommodate, and wage and hour claims before federal and state courts and administrative agencies.

Having substantial experience with academic institutions, Susan understands the unique issues colleges and universities face. In addition to litigating on behalf of and advising Universities regarding the employment issues discussed above, she advises clients regarding student claims of sexual harassment, sexual assault, failure to accommodate disabilities, discrimination and retaliation, as well as Title IX athletics compliance. Susan represents universities in litigation brought by students and faculty and in OCR investigations. She also advises private k-12 schools, and other organizations that regularly deal with children, with respect to appropriate policies and procedures to avoid misconduct.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)

Speeches

- "Use of External Investigators: Managing Cost and Control" NACUA 2017 Annual Conference (Chicago, Illinois June 2017) (speaker)
- "Walking the Tight Rope: Sexual Misconduct Involving Employees" NACUA CLE Workshop (March 2017) (speaker)
- "Mind over Matter: Managing Faculty and Staff Mental Health Disabilities," NACUA Annual Meeting (San Francisco, California June 2016) (speaker)
- "Making Sense: Reconciling Obligations under Title VII, Title IX and Campus Save,"

NACUA Discrimination Workshop (New Orleans, Louisiana March 2015) (speaker)